



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the City of Bloomington will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

The City of Bloomington does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The City of Bloomington will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City of Bloomington's programs, services and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing or vision impairments.

Modifications to Policies and Procedures: The City of Bloomington will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services and activities. For example, individuals with service animals are welcomed in the City of Bloomington offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a program, service, or activity of the City of Bloomington should contact Barbara E. McKinney, Director of the Bloomington Human Rights Commission, telephone, 812-349-3429, fax, 349-3441 or e-mail, human.rights@bloomington.in.gov as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City of Bloomington to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the City of Bloomington may not be accessible to persons with disabilities should be directed to McKinney.

The City of Bloomington will not charge a surcharge to an individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.



City of Bloomington Grievance Procedure Under The Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the American with Disabilities Act of 1990 (ADA). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits by the City of Bloomington. The City of Bloomington's Personnel Manual governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interview or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to

Barbara E. McKinney
ADA Coordinator/Assistant City Attorney
401 N. Morton St.
Bloomington, IN 47404
Telephone: 812-349-3429 Fax: 349-3441
human.rights@bloomington.in.gov

Within 15 calendar days after receipt of the complaint McKinney or her designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, McKinney or her designee, will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the City of Bloomington and offer options for substantive resolution of the complaint.

If the response by McKinney or her designee does not satisfactorily resolve the issue, the complainant and/or her designee may appeal the decision within 15 calendar days after receipt of the response to the Mayor or his designee.

Within 15 calendar days after receipt of the appeal, the Mayor or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Mayor or his designee will respond in writing and where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by McKinney or her designee, appeals to the Mayor or his designee, and responses from these two offices will be retained by the City of Bloomington for at least three years.